

4-22 FAMILY FRIENDLY – WELLNESS EFFORT BREASTFEEDING SUPPORT

Wellness Statement: -- Mother's milk is the best form of nutrition for all infants. Health benefits of supporting mothers who nurse their infants include: reduction in allergies, reduced incidence of early diagnosis of Type 2 diabetes, reduced incidence in development of childhood obesity, and increased bonding between mother and infant leading to the reduction in numbers of children who are abused. Work can be an inhibiting factor in the duration that a mother will breastfeed a child. When employees and students are able to nurse and/or pump while at work or school, less absences are recorded and there is less job turnover.

In an effort to support family and promote wellness at the earliest stage of life, UTTC strives to promote provision of mother's milk and implements the following policy.

UTTC Policy to Support Families in Regard to Feeding Their Infants.

1. Infants may accompany their mother to work until six months of age if:
 - a. The mother is providing her infant mother's milk.
 - b. Discussion between the mother and her supervisor deem the policy fits the needs of the department.
 - c. The work area is assessed as safe for the infant.
 - d. Presence of the infant does not interfere with the mother's job duties.
 - e. Infant diapers are removed from the worksite each day.
2. This policy will remain flexible and interpreted on an individual basis.
3. After the infant begins coming to work, the employee's situation will be re-evaluated monthly to ensure appropriateness for UTTC, the mother, and the infant.
4. A designated room (with working outlets, lights, and a usable lock) will be available to all staff, faculty and students for purposes of nursing and/or pumping breast milk.
 - a. The space will allow for privacy, safety and cleanliness. The space will not be a restroom or toilet stall.
 - b. A source of clean, running water will be available near the designated room to allow for washing hands and equipment.
 - c. Employees and students will provide their own cooler and/or storage containers for appropriate storage of expressed milk.

On UTTC campus the designated room(s) are: 128 Lewis Goodhouse Wellness Center.

Eligible employee classification(s):
Full-time regular employees
Part-time regular